

Minutes of the Human Resources Committee

Tuesday, January 21, 2020

Chair Nelson called the meeting to order at 1:00 p.m.

Present: Supervisors Larry Nelson, Jeremy Walz, Mike Crowley, Joel Gaughan, Tom Michalski, Bill Mitchell, and Ted Wysocki.

Also Present: Chief of Staff Mark Mader, Legislative Policy Advisor Sarah Spaeth, Human Resources Manager Renee Gage, Attorney Dan Vleit, Principal Human Resources Analysts Terri Sgarlata and Whitney Ruiz, Employee Benefits Administrator Andrea Mohr, Senior Human Resources Analyst Teri Henning, and Administration Director Andy Thelke.

Approve Minutes of December 10

MOTION: Mitchell moved, second by Crowley to approve the minutes of December 10. Motion carried 7-0.

Chair's Executive Committee Report of January 20

Nelson said the Executive Committee heard an overview of the Independent Business Association of Wisconsin, an update on the County's customer service program, committee reports by committee chairs, and Chair Decker's report on the Joseph Project and multimodal transportation.

Schedule Next Meeting Date

- February 18

Ordinance 174-O-083: Approve Vacation Accrual for Non-Represented Employees Who Are on Military Leave

Gage and Mohr discussed this ordinance as outlined which allows non-represented regular full-time and regular part-time Waukesha County employees to accrue vacation benefits while on unpaid military leave. In prior years since 2015, Waukesha County has had two non-represented employees actively deployed, both taking place in 2018. This included a period of 7 to 12 months of unpaid leave. Employees accrue vacation according to length of service under the approved vacation policy ranging from 10 to 25 days annually. Vacation accrued would be available upon the employee return to work in accordance with the leave policy. Military training involving periods less than the majority days of the month do not affect vacation accrual. Planned staffing models do not consider military leave and positions are fully budgeted for paid time off. Departments manage position costs and position benefits within existing overall personnel budget appropriations resulting in no direct tax levy impact.

MOTION: Wysocki moved, second by Mitchell to approve Ordinance 174-O-083. Motion carried 7-0.

Collective Bargaining Overview

Vleit, Gage, and Ruiz discussed the steps involved in the bargaining process including proposals, voluntary settlements, mediation, and arbitration.

Closed Session

MOTION: Walz moved, second by Crowley to go into closed session at 1:30 p.m. in accordance with Section 19.85 (1)(e) Wis. Stats. for the purpose of discussing collective bargaining issues for those employees covered under the Wisconsin Professional Police Association (WPPA) Union (Deputy Sheriffs and Detectives). Motion carried 7-0.

The committee returned to open session at 2:35 p.m.

State Legislative Update

Spaeth discussed proposed bills including one that allows individuals to obtain wedding licenses outside of the county in which they live and also one on post-traumatic stress disorders and related costs.

MOTION: Crowley moved, second by Walz to adjourn at 2:45 p.m. Motion carried 7-0.

Respectfully submitted,

Michael A. Crowley

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Secretary